

Evidence Based Practice and Magnet Coordinator - Central Nursing Office

Tracking Code

20080474

Job Description

JOB SUMMARY

Under limited supervision, organizes and directs the work of Evidence Based Practice (EBP) translational science and Magnet Program. Directs and coordinates the training and team activities associated with EBP and translational science while coordinating all activities related to the Magnet initiative and sustaining Magnet designation; including analyzing the Magnet standards, writing and editing Magnet designation application documents, coordinating communication and collaboration with the ANCC, staff education regarding Magnet and preparing ANTHC for Magnet site visits. This role is integral in assuring that ANTHC sustains excellence in nursing and interdisciplinary practice.

REPRESENTATIVE DUTIES

Using an interdisciplinary approach, acts as a change agent and supports the roles of consultant, practitioner, educator, and administrator to maintain quality care and positive patient outcomes. Promotes the Forces of Magnetism and Magnet philosophy throughout the organization.

Coordinates and provides leadership for all Magnet related activities on the ANTHC campus while assisting staff to interpret research findings and provide leadership to incorporate research findings into practice.

Integrate nursing research with quality assessment and improvement activities to identify patient care problems, evaluate changes in practice, and develop research based standards and protocols.

Collaborate with staff/other departments in planning and conducting research, quality improvement and EBP activities and collaborates to monitor and evaluate the quality of patient care. Assists staff to communicate the results of research and EBP work through presentation and publications.

Promotes, facilitates and provides consultation for research and EBP activities that support ANTHC goals and objectives, and assists others in the development of research and grant proposals.

Transforms data into information for clinical and operational decision-making.

Provides education, serves as a resource regarding EBP, translational science and nursing research and contributes to the development of the body of nursing knowledge. Develops training materials and CE program and in-services regarding research, EBP, translational science, quality improvement, and Magnet.

Uses the ANA Scope and Standards of Practice and the Code of Ethics for Nurses with Interpretive Statements as the foundation for nursing practice, and the Iowa Model of Evidence Based Practice as the guide for EBP.

Interacts with and contributes to the professional development of peers and others practicing in a Shared Governance model of nursing practice.

Coordinates the EBP internship, serving as a facilitator, mentor and resource for EBP interns and faculty/mentors for the program.

Provides leadership for the ANTHC Nursing Research and EBP Council as chair, co-chair, facilitator or member. Provides leadership for the ANTHC Magnet Steering Committee and assumes leadership for the duties required to sustain Magnet designation.

Networks with the healthcare community regarding EBP and Magnet initiatives, creating and maintaining partnerships and collaborations.

Assumes responsibility for administrative activities and special projects as delegated by the Director of Central Nursing Office/Center for Nursing Excellence.

Performs other duties as assigned.

Required Skills

Knowledge of ANMC programs and processes.

Knowledge of the Magnet standards and program.

Skill in conducting and teaching others to conduct EBP and translational science activities.

Skill in searching, critiquing, evaluating, synthesizing and summarizing healthcare research.

Skill in implementing the EBP process according to the Iowa Model of EBP, and teaching others to be successful in EBP activities.

Skill in developing and implementing effective educational programs designed to assist the staff in building expertise in the EBP, nursing research and translational science methods.

Skill in functioning independently and/or as a member of an interdisciplinary team to plan, deliver or evaluate health care for a defined patient population.

Skill in conducting, facilitating and leading quality improvement and EBP teams/processes, and accomplishing work through others.

Skill in advanced technical writing skills.

Skill in assisting staff in developing abstracts, presentations and manuscripts.

Skill in collecting, analyzing, interpreting, summarizing and communicating complex data (i.e. Magnet demographic data, CE databases, National Database for Nursing Quality Indicators, etc).

Required Experience

MINIMUM EDUCATION QUALIFICATION

Master's degree in nursing and/or higher level of educational program in a health related field. Masters degree in progress will be considered with completion within 12 months of hire. Master's level course work in research completed within 6 months of hire. Within the last two years, continuing education for professional licensure (30 hours every 2 years).

MINIMUM EXPERIENCE QUALIFICATION

Non-supervisory - Five (5) years nursing experience with the health needs of the population served.

MINIMUM LICENSE QUALIFICATION

Current registered nurse license in the State of Alaska or other state and ability to obtain Alaska license within one year.

MINIMUM CERTIFICATION QUALIFICATION

Certification in Basic Life Support (BLS).

PREFERRED EDUCATION QUALIFICATION

PhD in nursing and/or another health related field.

PREFERRED CERTIFICATION QUALIFICATION

Certification related to Magnet of Evidence Based Practices in Nursing.

PREFERRED EXPERIENCE QUALIFICATION

Experience in the Alaska Tribal Health System. Training or experience specific to worksite wellness programs is highly preferred, as is experience with implementation of systems change in worksite settings.

PREFERRED OTHER QUALIFICATION

Continuing education appropriate to administrative practice (16 hours every 2 years).

ADDITIONAL REQUIREMENTS

Travels frequently within Alaska in small fixed wing aircraft; travels outside Alaska. Depending on the needs of the organization, some incumbents in this job class may be required to obtain additional certifications or training in one or more specialty areas. Work involves the potential for exposure to infectious diseases. ANMC is not a latex free environment therefore some latex exposure can be expected.

MINIMUM PHYSICAL REQUIREMENTS

The following demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Must be able to lift approximately 15 pounds.